

## **APPENDIX 16**

### **ANTI-BULLYING POLICY**

***This is a policy relating to aikido members under the age of 18  
All references to participants refer only to those under the age of 18***

#### **Statement of Intent**

The BAB is committed to providing a caring, friendly and safe environment for all members so they can relax in a secure atmosphere. Bullying of any kind is unacceptable at or in BAB affiliated clubs. If bullying does occur, all participants or parents should be able to tell and know that incidents will be dealt with promptly and effectively. We are a *TELLING club*. This means that anyone who knows that bullying is happening is expected to tell the club Welfare Officer or any committee member.

#### **What Is Bullying?**

Bullying is the use of aggression with the intention of hurting another person. Bullying results in pain and distress to the victim. Bullying can be:

- Emotional – eg being unfriendly, excluding emotionally and physically, sending hurtful text messages, tormenting.
- Physical – pushing, kicking, hitting, punching that is not within the spirit of the sport or any use of inappropriate violence.
- Racist – racial taunts, graffiti, gestures.
- Sexual – unwanted physical contact or sexually abusive comments.
- Homophobic – because of, or focusing on the issue of sexuality.
- Verbal – name-calling, sarcasm, spreading rumours, teasing.

#### **Why is it Important to Respond to Bullying?**

Bullying hurts. No one deserves to be a victim of bullying. Everybody has the right to be treated with respect. Aikidoka who are bullying need to learn different ways of behaving. A club has a responsibility to respond promptly and effectively to issues of bullying.

#### **Objectives of this Policy**

All committee members, coaches, participants and parents should have an understanding of what bullying is. All committee members and coaching staff should know what the club policy is on bullying, and follow it when bullying is reported. All participants and parents should know what the club policy is on bullying, and what they should do if bullying arises. As a club we take bullying seriously. Participants and parents should be assured that they would be supported when bullying is reported.

**Remember: Bullying will NOT be tolerated**

#### **Signs and symptoms**

A child may indicate by signs or behaviour that he or she is being bullied. Adults should be aware of these possible signs and that they should investigate if a child:

- Says he/she is being bullied.

- Is unwilling to go to club sessions.
- Becomes withdrawn anxious, or lacking in confidence.
- Feels ill on a regular basis before training session.
- Has possessions which go “missing”.
- Asks for money or starts stealing money (to pay bully).
- Has unexplained cuts or bruises.
- Is frightened to say what’s wrong.
- Gives improbable excuses for any of the above.
- In more extreme cases starts stammering.
- Cries themselves to sleep at night or has nightmares.
- Becomes aggressive, disruptive or unreasonable.
- Is bullying other children or siblings.
- Stops eating.
- Attempts or threatens suicide or runs away.

These signs and behaviours are not an exhaustive list and may indicate other problems, but bullying should be considered a possibility and should be investigated.

### **Procedures**

1. Report bullying incidents to the club welfare officer or a member of the committee or ring Childline or KIDSCAPE.
2. In cases of serious bullying, the incidents will be referred to the Association CPO and/or BAB Lead CPO for advice.
3. Parents should be informed and will be asked to come in to a meeting to discuss the problem.
4. If necessary and appropriate, police will be consulted.
5. The bullying behaviour or threats of bullying must be investigated and the bullying stopped quickly.
6. An attempt will be made to help the bully (bullies) change their behaviour.
7. If mediation fails and the bullying is seen to continue the club will initiate disciplinary action under the club constitution.

### **Recommended club action**

**If the club decides it is appropriate for them to deal with the situation they should follow the procedure outlined below.**

1. Reconciliation by getting the parties together. It may be that a genuine apology solves the problem.
2. If this fails/is not appropriate a small panel of no more than three persons (Made up from Club Coach/Instructor, CWO, Secretary, Committee members) should meet with the parent and child alleging bullying to get details of the allegation. Minutes should be taken for clarity, and these should be agreed by all as a true account.
3. The same three persons should meet with the alleged bully and parent/s and put the incident raised to them to answer and give their view of the allegation. Minutes should again be taken and agreed.
4. If bullying has, in their view, taken place the bully should be warned and put on notice of further action i.e. temporary or permanent suspension if the bullying continues. Consideration should be given as to whether a reconciliation meeting between parties is appropriate at this time.
5. In some cases the parent of the bully or bullied aikidoka can be asked to attend all training sessions, if they are able to do so, and if appropriate. The club committee

should monitor the situation for a given period to ensure the bullying is not being repeated.

6. All coaches involved with both the bully and bullied participant should be made aware of the concerns and outcome of the process i.e. the warning.

### **In the case of adults reported to be bullying aikidoka under 18**

1. The Association CPO should always be informed and will advise on action to be taken. The BAB Lead CPO should be informed and advice will be given as and when required.
2. It is anticipated that in most cases where the allegation is made regarding a teacher or coach, child protection awareness training may be recommended.
3. More serious cases may be referred to the police, social services or judicial complaints procedure.

### **Prevention**

The Association/Club will have a written Constitution, which includes what is acceptable and proper behaviour for all members of which the anti bullying policy is one part. The CWO will raise awareness about bullying and why it matters, and if issues of bullying arise in the club, will consider meeting with all participants to discuss the issue openly and constructively.

This policy is based on that provided to schools by KIDSCAPE. KIDSCAPE is a voluntary organization committed to help prevent child bullying.

**KIDSCAPE can be contacted on 0207 730 3300**